Regd. No. M.—1175.

634

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PART IV.

Legislative Measures and Rules thereunder.

NOTIFICATION.

No. D. 3187—*I. & C.* 203-35-28, *dated Bangalore, 8th October* 1938.

The following rules framed under the Mysore Factories Act I of 1936 are hereby published, the draft rules in this behalf having been published at pages 254—307 of the *Mysore Gazette*, dated 4th June 1936 and at pages 466—474 of the Gazette, dated 3rd December 1936. These rules will come into force from the date of this notification.

By Order,

M. VENKATANARANAPPA,

Secretary to Government,

Development Department.

RULES UNDER THE MYSORE FACTORIES ACT, 1936.

RULES.

DEFINITIONS.

Short title.

1. These rules and orders may be cited as the Mysore Factories (Amended) Rules, 1936. They shall supersede the Mysore Factories Rules, 1928, issued with Notification No. D. 12200—I. & C. 67-26-17, dated the 12th May 1928.

Definitions.

2. In these rules and orders unless there is anything repugnent in the subject or context —

(1) "The Act" means the Mysore Factories Act of 1936.

(2) "Appendix" means an appendix appended to these rules.

(3) "Artificial humidification" means humidification of the air of a room by any artificial means whatsoever except the use of gas or oil for lighting purposes, or the unavoidable escape of steam or water vapour into the atmosphere directly due to the treatment of fibre or fabric by water or steam in its passage through a machine:

Provided that the introduction of air directly from outside through moistened mats or screens placed in ventilation openings at times when the temperature of the room is 80 degrees or more, shall not be deemed to be artificial humidification.

(4) "Authorised Medical Practitioner" means a registered medical practitioner authorised under sub-section (2) of section 12 to exercise any of the powers of a certifying surgeon.

(5) "Degrees (of temperature)" means degrees of the Fahrenheit scale.

(6) "Form" means a form appended to these rules.

(7) "Hygrometer" means an accurate wet and dry bulb hygrometer conforming to the prescribed conditions as regards construction and maintenance.

(8) "Kata Thermometer" means an accurate instrument capable of measuring the cooling properties of the air in millicalories per square centimetre per second of the atmosphere by radiation, convection and evaporation, manufactured by James J. Hicks or such other firm manufacturing accurate instruments of this type to the satisfaction of the Chief Inspector.

(9) "Manager" means a Manager of a factory.

(10) "Rules" means rules made under the Act.

(11) "Section" means a section of the Act.

(12) A "belthanger" is a perch or guard fixed near the side and edge of a pulley on which the belt can rest when removed from its pulley.

(13) "Transmission machinery" includes every shaft, wheel, drum or pulley (including any system of fast and loose pulleys), coupling, clutch, strap, band, belt, chain, rope or other device incidental to the transmission of motion between any primemover and any machine or appliance, or by means of which, the machine or appliance receives its motion.

(14) Words and expressions not defined in these rules but defined or used in the Act shall be deemed to have the same meanings as in the Act.

(Section 9.)

Form of notice to Inspector before commencement of work.

3. The written notice prescribed under sub-section (1) of section 9 shall be in Form A.

FORM A.

Notice of Occupation.

Written notice prescribed under section 9 (1), Rule 3 of the Act.

(1) Name of occupier.

(2) Name of factory.

(3) Full postal address of factory.

(4) Nature and amount of power to be used.

(5) Nature of the manufacturing process to be carried on.

(6) Name of the Manager for the purposes of Factory Act.

Place. (Full signature of occupier.)

Date. (Full signature of Manager.)

NOTE 1.—In the case of seasonal factories, this notice must be forwarded to the Inspector on or before the date of starting work for each season.

2.—If the occupier or Manager of a factory wishes his factory removed from the operation of the Act he must make application to the Inspector stating his reasons in accordance with Rule 94.

INSPECTION.

(Sections 10 and 32.)

Duties of Inspector.

4. The Inspector shall inspect every factory other than a seasonal factory within the local limits assigned to him under sub-section (1) of section 10 at least twice yearly and every seasonal factory within such local limits at least once during each season of work. He shall make such further inspections as may appear to be necessary to him or to the Chief Inspector of Factories in order that he may satisfy himself that the provisions of the Act and of these rules are duly observed.

Maintenance of Inspection Book.

5. The Manager shall maintain a bound inspection book and shall produce it when so required by the Inspector or Certifying Surgeon. A list in Form B of the exemptions granted to the factory shall be posted in it.

FORM B.

Sections 10 *and* 32 *and Rule* 5.)

Name of the factory.....

Section or rule from which exemption is given	Subject dealt with	Extent of and conditions of exemptions (compensatory rest periods, if any, should be mentioned)	Date and number of order

Duties of Inspector at inspections.

6. (*a*) In addition to and without prejudice to any other powers or duties which the Inspector may exercise under the Act or rules, he shall at each inspection of a factory satisfy himself—

(i) that the provisions made in the Act and rules to secure the health and safety of the workers are observed;

(ii) that the adolescents and childern employed in the factory have been duly certified and that none are employed, who are obviously unfit;

(iii) that the register of all the persons employed in such factory is kept in Form D as the case may be;

(iv) that the rest periods and the holidays provided by the Regulation are granted and that the limits of hours of work laid down are not exceeded;

(v) that the provisions relating to the payment of overtime are duly observed in the case of persons exempted from the provisions of Sections 34 or 36;

(vi) that the abstracts and notice in Form C required by Sections 39 and 55 are duly affixed and that the registers required by these rules are properly maintained.

FORM C.

Notice of periods of work for adult/child workers in..... (Name and address of factory) under Sections 39 and 55, Rules 6 and 74.

—	*Group Number					
	*Relay number			*Relay number		
	Starting time	Stopping time	Intervals for rest	Starting time	Stopping time	Intervals for rest
Sunday						
Monday ...						
Tuesday...						
Wednesday						
Thursday.						
Friday ...						
Saturday...						

* Where workers are employed on a system of groups or on relays in a shift system, the particulars as to starting and stopping time with rest intervals for each period of work of each such group or relay, as the case may be, shall be shown.

2. Registers for adults, adolescents and children are to be maintained separately.

FORM D.

Register of Adult/Adolescent/Child workers for the month of/period of..... ..... prescribed under Sections 41 and 56, Rules 6 and 101.

(Name and address of the factory)

Serial No.	Name and father's name	Nature of work	Group No.	Relay No.	No. and date of certificate	Token No. giving reference to the certificate	Remarks

NOTE :—Where workers are employed on a system of groups or on relays in a shift system, reference to the particular group or the relay, as the case may be, to which the worker is allotted shall be given in the columns provided.

(*b*) the Inspector shall further inquire into the causes of all accidents which have taken place since the last inspection;

(*c*) the Inspector shall also note how far the defects pointed out at previous inspections have been removed and how far orders previously issued have been complied with. Any defects which have come to light at the current inspection, as well as any orders passed by him under the Regulation, shall then be recorded in the inspection book. An extract from such record containing the orders of the Inspector, with such remarks on the defects found to exist as he may wish to bring to the notice of the Manager shall be sent to the Manager, and a copy of the said extract shall be sent to the District Magistrate.

The Inspector shall fill up his inspection report and the observations made by him shall be communicated to the respective managers or owners in the forms appended to these rules.

7. When in any area an inspection is made by the District Magistrate or an Additional Inspector, he shall follow, as far as practicable, the procedure prescribed for an Inspector in rule 6 and shall send a copy of his orders and remarks to the Inspector. Procedure for inspection by District Magistrate or Additional Inspector.

8. The Inspector shall keep a file of the records arranged in the monthly bundles and shall submit to the Chief Inspector of Factories on the 15th day of each month, a diary in Form E, showing the work done in the preceding month. A copy of the said diary shall be retained by the Inspector. Submission of diary by Inspector.

FORM E.

(Rule 8.)

Diary of Factory Inspector for the month of.....

Date	Place	Factories inspected	Factories inspected for definite purposes	Remarks of defects found and directions and orders issued

9. In the case of factories in places situated with a municipal area if it appears that there has been any disregard of the provisions of any municipal or other local law relating to the sanitary arrangements, removal of objectionable rubbish, the cleaning and fencing water tanks or like matters, the Inspector shall, without prejudice to any action which he is empowered to take under the Duty of Inspector to bring to the notice of local authorities breaches of sanitary provisions.

Regulation and rules, draw the attention of the municipal or other local authority to the breach of the sanitary law in question.

DUTIES OF A CERTIFYING SURGEON AND OF PERSONS AUTHORISED TO EXERCISE HIS FUNCTIONS.

(Section 59.)

Duties of Certifying Surgeons and authorised Medical Practitioners.

10. (1) The duties of a Certifying Surgeon and of an authorised medical practitioner shall include the examination of children and adolescents desirous of being employed, and the re-examination of those in respect of whom a notice under Section 58 has been served upon the manager, and who desire to be re-employed. Certificates of age and fitness shall be given to such children and adolescents as are found qualified to receive them. No fee shall be charged for such examination or for the grant of a certificate in pursuance thereof.

(2) The Certifying Surgeon or authorised medical practitioner shall fix suitable places and times for the attendance of persons wishing to obtain certificates of age and physical fitness. Notice of the place and the times thus fixed shall be given to the managers.

Certificates by Certifying Surgeon.

11. (1) Every Certifying Surgeon shall keep a bound book containing certificates in Form F in foil and counter-foil. The forms shall be numbered consecutively and shall be printed on cloth-backed paper.

FORM F.

(Sections 52 and 59, Rule 11.)

1. Serial No.
2. Date.
3. Name
4. Father's name } with residence.
5. Sex and caste or religion.
   Age certified.
7. Physical fitness as { child / adolescent / adult.
8. Distinctive marks.
   Reason for—(1) refusal or (2) certificate being revoked.

Thumb impression.

Initials of Certifying Surgeon.

NOTE.—Exact details of cause of physical disability should be clearly stated.
(2) The residence of the person should be noted.

CERTIFICATE.

Sl. No. Date.

I hereby certify that I have personally examined (name) son/daughter of (caste, etc.) residing at.....who is desirous of being employed in a factory, and that his/her age, as nearly as can be ascertained from my examination, is.....years, and that he/she is fit for employment as a child/adolescent/adult in a factory. His/Her descriptive marks are.....

Thumb impression

Certifying Surgeon with address.

642

(2) Every certificate granted under section 52 to a person desirous of being employed in a factory shall be prepared by filling up the foil and counterfoil, on which shall also be impressed the left thumb mark of the person in whose name the certificate is granted.

(3) The Certifying Surgeon shall, when satisfied as to the correctness of the entries made therein, sign the foil and initial the counterfoil, and shall deliver the foil to the person in whose name the certificate is granted. The foil so delivered shall be the certificate granted under section 52.

(4) If the Certifying Surgeon refuses to grant to any person a certificate under this rule, no fresh application for a certificate shall be made on behalf of such person until a period of three months has elapsed, unless the Certifying Surgeon otherwise gives permission in writing at the time of refusing to grant the certificate.

(5) A Certifying Surgeon revoking a certificate under sub-section (3) of section 52 shall cause the word "revoked" to be stamped in red ink on the foil and counterfoil.

Certificate by authorised Medical Practitioners.

12. Every authorised medical practitioner shall grant certificates in the manner prescribed in rule 11, and the word "Provisional" shall be printed or stamped in red ink at the top of each foil and counterfoil of such certificate.

Duplicate certificates.

13. (1) When a person, to whom a certificate under section 52 has been granted, loses such certificate, he may apply to the Certifying Surgeon, who after making such enquiry as he deems fit from such person's employer or if unemployed from such person's last employer and from other sources, may grant a duplicate thereof. The word "Duplicate" shall be clearly written in red ink across such certificate and initialled by the Certifying Surgeon.

The counterfoil and the bound book of forms shall be similarly marked "Duplicate" and initialled.

(2) For every copy of a certificate granted under sub-rule (1), a fee of eight annas shall be charged, which shall be credited to Government. The Certifying Surgeon shall maintain a register in Form G. of all fees paid for the issue of copies of certificates, and shall initial each entry made therein.

FORM G.

(*Section 52 Rule 13*).

Register of fee paid for the issue of duplicate certificates under section 52, sub-section (1), Rule 13 (2).

Date	Sl. No.	No. of previous certificate	Name of person to whom granted	Initial of Certifying Surgeon

Paid into Treasury Rs. only.

Place,

Date.

Signature of Certifying Surgeon.

(3) No duplicate of a certificate granted under section 52 shall be granted to any person otherwise than in accordance with the provisions of this rule.

Certifying Surgeon to visit factories.

14. (1) The Certifying Surgeon shall ordinarily visit every factory situate within his local limits in which children or adolescents are known to be employed at least once in three months and shall give previous notice of his visits. When a Certifying Surgeon visits a factory, the manager shall produce before him at such time as the Certifying Surgeon may fix all children and adolescents employed in the factory, whether actually at work or not, who are not in possession of certificates granted by him under section 52.

(2) The Certifying Surgeon shall personally examine every child or adolescent who is in possession of a provisional certificate granted under rule 12, and shall, if satisfied that a certificate should be granted, destroy the provisional certificate and issue his own certificate in lieu thereof.

(3) If on such examination, the Certifying Surgeon is of opinion that the person in possession of a "Provisional" certificate, granted under Rule 12, is under the age of 12 years or is not fit for employment in a factory, he shall impound the certificate, write on it the word "Cancelled" and sign the same, and shall forward the

certificate with such remarks, if any, as he may offer to the Inspector for information, and inform the authorised medical practitioner who issued it.

Revocation of certificates.

15. The Certifying Surgeon, at his periodical visits, shall satisfy himself as to the fitness of the children and adolescents employed in a factory and shall revoke the certificate of any whom he deems no longer fit to work in the capacity stated therein.

Results of visits of Certifying Surgeon to be noted.

16. The Certifying Surgeon shall enter in the inspection book a note detailing the results of each visit to the factory. A copy of this note shall be forwarded to the Inspector and to the authority to whom the Certifying Surgeon is subordinate for the purposes of this Regulation.

Manner of Service of Notice.

(Sections 32, 47 and 59).

17. The despatch through the post under registered cover of any notice, order or extract of an Inspector's report sent under the Regulation or under these Rules, shall be deemed sufficient service on the occupier or manager of the factory of such notice or order or of any directions contained in such extract.

Artificial Humidification and Cooling.

(Sections 15 and 32).

When artificial humidification not allowed.

18. There shall be no artificial humidification in any room of a cotton spinning or weaving factory.

(*a*) by the use of steam during any period when the dry bulb temperature of that room exceeds 85 degrees.

(*b*) at any time when the wet bulb reading of the hygrometer is higher than that specified in the following schedule in relation to the dry bulb reading of the hygrometer at that time; or, as regards a dry bulb reading intermediate between any two dry bulb readings indicated consecutively in the schedule when the dry bulb reading

does not exceed the wet bulb reading to the extent indicated in relation to the lower of those two dry bulb readings :—

SCHEDULE.

Dry bulb	Wet	Dry	Wet	Dry	Wet
		Bulb.			
60·0	58·0	77·0	75·0	94·0	86·5
61·0	59·0	78·0	76·0	95·0	87·0
62·0	60·0	79·0	77·0	96·0	87·5
63·0	61·0	80·0	78·0	97·0	88·0
64·0	62·0	81·0	79·0	98·0	88·5
65·0	63·0	82·0	80·0	99·0	89·0
66·0	64·0	83·0	80·5	100·0	89·5
67·0	65·0	84·0	81·0	101·0	90·0
68·0	66·0	85·0	82·0	102·0	90·0
69·0	67·0	86·0	82·5	103·0	90·5
70·0	68·0	87·0	83·0	104·0	90·5
71·0	69·0	88·0	83·5	105·0	91·0
72·0	70·0	89·0	84·0	106·0	91·0
73·0	71·0	90·0	84·5	107·0	91·5
74·0	72·0	91·0	85·0	108·0	91·5
75·0	73·0	92·0	85·5	109·0	92·0
76·0	74·0	93·0	86·0	110·0	92·0

Provided however that this clause shall not apply—

(i) when the difference between the wet bulb temperature as indicated by the hygrometer in the department concerned, and the wet bulb temperature taken with a hygrometer outside in the shade is less than 3·5 degrees; or

(ii) when the "cooling properties" of the air in the department concerned at a height of five feet from the floor in all usual working places is greater than 11 as measured by "wet" readings of a kata thermometer.

Provision of hygrometers.

19. In all departments of cotton, spinning and weaving mills wherein artificial humidification is adopted, hygrometers shall be provided and maintained in such positions as are approved by the Inspector. The number of hygrometers shall be regulated according to the following scale :—

Weaving Department.

(*a*) One hygrometer for departments with less than 500 looms, and one additional hygrometer for every 500 or part of 500 looms in excess of 500.

Other Departments.

(*b*) One hygrometer for each room of less than 300,000 cubic feet capacity, and one extra hygrometer for each 200,000 cubic feet, or part thereof, in excess of this.

(*c*) One additional hygrometer shall be provided and maintained outside each cotton, spinning and weaving factory wherein artificial humidification is adopted, and in a position approved by the Inspector, for taking hygrometer shade readings.

Exemption from maintenance of hygrometers.

20. When the Inspector is satisfied that the limits of humidity allowed by the schedule to rule 18 are never exceeded, he may, for any department other than the Weaving Department, grant exemption from the maintenance of the hygrometer. The Inspector shall record such exemption in Form 'B'.

Copy of Schedule to rule 18 to be affixed near every hygrometer.

21. A legible copy of the Schedule to rule 18 shall be affixed near each hygrometer.

Temperatures to be recorded at each hygrometer.

22. At each hygrometer maintained in accordance with rule 19, correct wet and dry bulb temperatures shall be recorded thrice daily during each working day by competent persons nominated by the manager and approved by the Inspector. The temperatures shall be taken between 7 A.M. and 9 A.M., between 11 A.M, and 2 P.M. (but not in the rest interval), and between 4 P.M. and 5-30 P.M. In exceptional circumstances such additional readings and between such hours, as the Inspector may specify, shall be taken. The temperatures shall be entered in a humidity register in Form "H' maintained in the factory. At the end of each month the persons who have taken the readings shall sign the register and certify the correctness of the entries. The register shall always be available for inspection by the Inspector.

FORM H.

(*Sections* 15 *to* 32, *Rule* 22.)

Humidity Register.

Department.—Distinctive mark or number.

Hygrometer.—Position in department.

Date—Year, Month, Day	Readings of Hygrometer							
	Between						If no humidity, insert none	Remarks
	7 A.M. and 9 A.M.		11 A.M. and 2 P.M. (but not in the rest period)		4 P.M. and 5-30 P.M.			
	Bulb		Bulb		Bulb			
	Dry	Wet	Dry	Wet	Dry	Wet		
1st								
2nd								
3rd								
.....								
.....								
.....								
20th								
31st								

At the beginning of the month the Sundays, whole holidays and in the shorter month the 31st or other excess days should be erased.

(*Signed*).

Certified that the above entries are correct.

Date (*Signed*).

Specification of Hygrometers.

23. (*a*) Each hygrometer shall comprise two mercurial thermometers, respectively, wet bulb and dry bulb of similar construction, and equal in dimensions, scale and divisions of scale. They shall be mounted on a frame with a suitable reservoir containing water.

(*b*) The wet bulb shall be closely covered with a single layer of muslin, kept wet by means of a wick attached to it and dipping into the water in the reservoir. The muslin covering and the wick shall be suitable for the purpose, clean and free from size or grease.

(*c*) No part of the wet bulb shall be within 3 inches from the dry bulb or less than 1 inch from the surface of the water in the reservoir and the water reservoir shall be below it, on the side of it away from the dry bulb.

(*d*) The bulbs shall be spherical and of suitable dimensions and shall be freely exposed on all sides to the air of the room.

(*e*) The bores of the stems shall be such that the position of the top of the mercury column shall be readily distinguishable at a distance of 2 feet.

(*f*) Each thermometer shall be graduated so that accurate readings may be taken between 50 and 120 degrees.

(*g*) Every degree from 50 degrees up to 120 degrees shall be clearly marked by horizontal lines on the stem; each fifth and tenth degree shall be marked by longer marks than the intermediate degrees, and the temperature marked opposite each tenth degree, *i.e.*, 50, 60, 70, 80, 90, 100, 110 and 120.

(*h*) The markings as above shall be accurate, that is to say, at no temperature between 50 and 120 degrees shall the indicated reading be in error by more than two-tenths of a degree.

(*i*) A distinctive number shall be indelibly marked upon the thermometer.

(*j*) The accuracy of each thermometer shall be certified by the National Physical Laboratory, London, or some competent authority appointed by the Chief Inspector and such certificate shall be attached to the Humidity Register.

Thermometers to be maintained in efficient order.

24. Each thermometer shall be maintained at all times during the period of employment in efficient working order, so as to give accurate indication and in particular—

(*a*) The wick and the muslin covering of the wet bulb shall be renewed once a week.

(*b*) The reservoir shall be filled with water which shall be completely renewed once a day. The Chief Inspector may prescribe the use of the distilled water or pure rain water in any particular mill or mills in certain localities.

(*c*) No water shall be applied directly to the wick or covering during the period of employment.

An inaccurate thermometer not to be used without fresh certificate.

25. If an Inspector gives notice in writing that a thermometer is not accurate, it shall not, after one month from the date of such notice, be deemed to be accurate, unless and until it has been re-examined as prescribed and a fresh certificate obtained, which certificate shall be kept attached to the Humidity Register.

Hygrometer not to be affixed to wall, etc., unless, protected by wood.

26. No hygrometer shall be affixed to a wall, pillar or other surface unless protected therefrom by wood or other non-conducting material at least half an inch in thickness and distant at least one inch from the bulb of each thermometer.

No reading to be taken within 15 minutes of renewal of water.

27. No reading shall be taken for record on any hygrometer within 15 minutes of the renewal of water in the reservoir.

How to introduce steam for humidification.

28. In any room in which steam pipes are used for the introduction of steam for the purpose of artificial humidification of the air the following provision shall apply—

(*a*) The diameter of such pipes shall not exceed 2 inches and in the case of pipes installed after 1st day of August 1936 the diameter shall not exceed one inch;

(*b*) Such pipes shall be as short as is reasonably practicable;

(*c*) All hangers supporting such pipes shall be separated from the bare pipes, by an efficient insulator not less than half an inch in thickness;

(*d*) No uncovered jet from such a pipe shall project more than $4\frac{1}{2}$ inches beyond the outer surface of any covering;

(*e*) The steam pressure shall be as low as practicable and shall not exceed 70 lbs. per square inch.

Kata' thermometers.

29. The cooling properties of air shall be determined by using "Kata thermometers." Tests shall be determined as laid down in the printed instructions issued with each instrument, or with those given in Appendix.

APPENDIX.

Directions for the use of Kata Thermometers.

Object.

1. Measurement of cooling properties of the air exerted on its surface, at approximately body temperature, (36·5°C) in millicalories (1/1000) gramme calories per sq. cm. per sec. The wet kata gives the cooling properties by radiation, convection and evaporation.

To take 'wet' readings.

2. Heat the bulb WITH ITS SILK NET FINGER STALL ON in warm water (a thermos flask is convenient)

till the spirit rises into the top bulb, and the column is free from bubbles. Never leave the instrument in hot water, for it will burst if the spirit fills the top bulb. Remove excess of water from the bottom of the bulb either by a cloth or by a gentle flick of the thermometer and hold the instrument by the stem well away from the body at about 5 feet from the floor. Take the time in seconds taken by the spirit column in falling from 100° to 95° F. A stop watch is most convenient. Take three to five readings and the average of these. Always neglect the first reading of all.

The factor.

3. The factor of each instrument is inscribed on the stem prefixed by F. Divide the factor by the average time of cooling in seconds. The result gives the cooling properties in millicalories per sq. cm. per sec.

Tests to be recorded as required.

30. Tests shall be carried out and recorded at such times and for such period as the Chief Inspector may by written order require.

Sanitary Conditions.

Cleanliness.

(*Sections* 13 *and* 32.)

31. (1) In every factory, all the inside walls of the rooms and all the ceilings or tops of such rooms (whether such walls, ceilings or tops be plastered or not), and all the passages and staircases shall be limewashed at least once in each year, dating from the period when last limewashed. All the beams, rafters, doors, window frames and other wood work with the exception of floors shall be either limewashed or colour-washed at least once a year dating from the period when last limewashed or colour-washed or shall be painted or varnished once in seven years, dating from the period when last painted or varnished and shall be kept in a cleanly state.

The dates on which limewashing, colour-washing, painting, or varnishing is carried out shall be duly entered in Form I; which shall be shown to the Inspector when required.

FORM I.

Rule 31.

Limewashing, etc.

Part of factory, *e.g.*, name of Room	Parts limewashed, painted or varnished, *e.g.*, walls, ceilings, etc.	Treatment (whether limewashed, painted or varnished)	Date on which limewashing, painting or varnishing was carried out			Signature of occupier or manager	Remarks
			Day	Month	Year		

Signature of Occupier..... Signature of Manager.....

Provided that the provisions of these sub-rules shall not apply to—

(i) room used only for the storage of articles;

(ii) walls or tops of rooms which are made of galvanised iron, tiles, asbestos sheets, or similar materials or glazed bricks;

(iii) rooms in which a manufacturing process is carried on in any gas works, forage presses, chemical works and cement factories;

(iv) engineering works or foundries in which 2,000 c.ft. of air space is provided for each person employed;

(v) walls in oil mills below a height of 5 feet from the ground;

(vi) walls of railway running sheds;

(vii) works in which soap manufacture is carried on;

(viii) rooms in sugar factories in which sugar is stored or is in manufacturing process;

(ix) rooms in tanneries in which salting, tanning, and dressing of hides and skins are carried on;

(x) any other factory or parts thereof in which limewashing or painting is in the opinion of the Government unnecessary to satisfy the requirements of Section 13 as to cleanliness.

Rubbish not to be allowed to accumulate.

32. (1) No rubbish, filth or debris shall be allowed to accumulate or to remain on any premises in a factory in such position that effluvia therefrom can arise within the factory.

(2) All ducts used for the introduction of humidified air shall be kept clean whether they are actually in use for that purpose or not.

Compound to be kept clean.

33. The compound surrounding every factory shall be maintained in a sanitary and clean condition.

Floors of certain factories to be drained

34. In factories or portions of factories constructed or reconstructed after the 1st day of August 1936, the floors of department, in which processes which render the floors wet are carried on, shall be effectively drained. In other factories such steps shall be taken to minimise the danger to health or safety as the Inspector may require by an order in writing.

Drains, etc., to be constructed in masonry, etc.

35. All drains carrying waste or sullage water shall be constructed in masonry or other impermeable material and shall be regularly flushed and, where possible, connected with some recognised drainage line.

Enforcement to prevent pollution by excreta in latrines and urinals.

36. The Manager of every factory shall enforce the proper use of latrine and urinal and prevent pollution by excreta of the surface of the ground in the vicinity of the latrine and urinal and in the compound of the factory.

Areas around washing places, etc., to be drained and kept clean.

37. Proper arrangements shall be made for maintaining in a clean and drained condition the areas around washing and bathing places.

38. Proper arrangements shall be made for maintaining the area round the places where drinking water is distributed to the workers in a clean and drained condition.

Prevention of Overcrowding.

(*Sections* 17 *and* 32.)

Particulars of rooms to be entered.

39. (1) There shall be provided for each person employed at one time in any room of a factory 36 square feet of floor space, and

(i) where mechanical or electrical power is not used a breathing space of at least 500 cubic feet, and

(ii) where mechanical or electrical power is used, a breathing space of at least 700 cubic feet.

(2) Particulars of each room of the factory in which persons are regularly employed shall be entered in

Form J, which shall be shown to the Inspector when required.

FORM J.

Rule 39.

Particulars of rooms in the Factory.

Name of room in Factory	Dimensions of room in feet			Total floor area in sq. feet	Floor area occupied by machinery in the room	Breathing space (cubical contents in c.ft.)	Maximum No. of persons who may be employed in the room	Remarks
	Length	Breadth	Height					

Signature of Occupier.

Signature of Manager.

LIGHTING.

(*Sections* 14, 18 *and* 32).

Artificial lighting.

40. Artificial lighting in accordance with the following standards shall be provided and used in the interior of cotton ginning factories at times when artificial lighting is necessary and is ordinarily used—

(i) by means of electricity, to the satisfaction of the Inspector, one lamp for six gins, each lamp of not less than 25 candle power ; or

(ii) by candles placed in glass lanterns of a pattern approved by the Inspector, not less than one such lantern for every two gins.

Factories to be sufficiently lighted.

41. As long as any workers are present in a factory, the latrine, passages, stairs, hoists, factory grounds and other parts of the factory, in so far as the entrance of the said places is not closed, shall be lighted in such manner that safety is fully secured in passing through or remaining in the same.

Artificial lighting.

42. Save in cases where the Inspector by written order otherwise permits at any time artificial lighting shall not be provided otherwise than by means of electri-

city, in any factory of the classes specified below or parts of such factories :—

(i) The interior of any cotton ginning factory, provided that candles placed in glass lanterns of a pattern approved by the Inspector may be used ;

(ii) Any part of a factory in which any of the processes connected with the manufacture and packing of any matches or fire works is carried on ;

(iii) All interior parts of cotton spinning and weaving factories, other than engine and boiler rooms, rope alleys, mechanic shops, calendering, finishing, dyeing and sizing departments.

43. (1) In every room in a jute mill, where opening of bales, batching machine, hackling, carding, preparing or any other process is carried on in which dust is generated to an extent likely to cause injury to the health of the workers, efficient exhaust and inlet ventilators shall be provided to secure that the dust is drawn away from the workers at or as near as is reasonably possible to the point at which it is generated.

(2) In every room in a cotton mill where slasher sizing is carried on such arrangement as is considered efficient by the Inspector of Factories appointed for this purpose, for the removal of the steam given off in the process of drying the yarn shall be made.

(3) In every room of a factory, ventilating openings shall be provided in the proportion of five square feet for each person employed in such room and the opening shall be such as to admit of a continued supply of fresh air, provided that, subject to the control of Government, the Inspector may, for reasons to be recorded in writing, relax the conditions of this rule where, in his opinion this, may be done with due regard to the health of the persons employed in any room.

WATER.

(Sections 19 and 32).

(1) For drinking purposes.

44. Drinking water shall, in all cases, be supplied to the workers free of cost. Supply of drinking water.

Sources of supply.

45. Wherever practicable, drinking water shall be supplied—

(*a*) from taps connected with any public water-supply from which a sufficient supply of water can at all times be drawn as required, or

(*b*) from a well or wells so situated as not to be polluted or contaminated with organic matter or impurities.

Provision of storage of water in certain cases.

46. If it is not practicable in any factory to supply water in accordance with the methods prescribed in rule 45 or if the public water-supply is intermittent, then there shall be provided a storage of water, fit for drinking, supplying at least as many gallons per day as there are persons employed in the factory.

(2) For washing purposes.

Washing accommodation.

47. In every factory in which any process involving contact by the workers with injurious or obnoxious substances is carried on, a sufficient supply of water suitable for washing shall be provided. For every fifteen workers so employed, at least one impervious wash basin fitted with a waste-pipe shall be provided together with a free supply of nail brushes and soap :

Provided that if in any factory, sufficient bathing accommodation has been already provided, the Inspector may vary the above standard to such extent as he may think fit.

Provision of Sanitary Accommodation.

(*Sections 20 and 32.*)

Provision of latrines and urinals.

48. (1) Every factory shall be provided with latrine accommodation on the scale given below :—

	Seats.
Where the number of workers does not exceed 20	1
Where the number of workers exceeds 20 but does not exceed 35	2
Where the number of Workers exceeds 35 but does not exceed 50	3
Where the number of workers exceeds 50 but does not exceed 150 ...	4
Where the number of workers exceeds 150 but does not exceed 200 ...	5
Where the number of workers exceeds 200.	1 seat for every 40 or fraction of 40.

Such latrines shall be roofed and sufficiently ventilated and lighted. The surface of floors and inside walls shall be made of non-absorbent impermeable material to a height of three feet from the floor, within six months from the date of the coming into force of these rules.

Except with the written permission of the Inspector, such latrine accommodation shall be in a place detached from the other factory buildings:

Provided that in a seasonal factory situated in a place detached from other buildings, latrines may be constructed of the pit or bore-hole type on such a scale as the Inspector may require in writing. The site of such latrines shall be as distant as practicable from any buildings or water-supply and in any case not within 50 feet of a source of drinking water-supply.

(2) In factories which employ more than 50 workers and which do not provide flushing arrangements in the latrines, one urinal shall be provided for every 100 workers or fraction of 100.

(3) If females are employed, separate latrines and urinals screened from those of males and marked in the vernacular in conspicuous letters "for women only" shall be provided. Those for males shall be similarly marked "for men only."

(4) The number of latrines required shall be calculated independently for males and females.

Latrines and urinals to be limewashed, etc.

49. The walls of latrines and urinals shall be limewashed or colourwashed, both inside and outside, not later than six months from the date of the last limewashing or colourwashing:

Provided that in non-seasonal factories, working by shifts more than ten hours a day, limewashing or colourwashing shall be carried out not later than four months from the date of the last limewashing or colourwashing. The dates of limewashing or colourwashing shall be noted in Form I:

Provided also that this rule shall not apply to latrines made of corrugated iron, or to tiled latrines, or to any class of latrines exempted by an order in writing by the Inspector in Form B.

Latrines and urinals to be kept sanitary.

50. All latrines and urinals shall be kept in a sanitary state.

(Corresponds to old Rule 29.) Exemption where permissible.

51. If in the opinion of the Chief Inspector of Factories, in the case of a factory situated in a place detached from other buildings and from which access to the open country or at least two sides of it is obtainable, such latrine accommodation is unnecessary to insure the health of the operatives. Government may exempt such factory from the provisions of the above rules by an order in writing in Form K. But in such cases, the factory shall provide for the employees simple earth trenches which should be moved every three days.

FORM K.

(*Rule 51.*)

Section of Rule from which exemption is given	Subject dealt with	Extent of and reason for exemption	Date and Number of order

PRECAUTION AGAINST FIRE AND PROVISION OF MEANS OF ESCAPE IN CASE OF FIRE.

(*Sections 21, 22, 23 and 32 and also Rule 42*).

Buildings of more than one storey to be provided with two stairs.

52. Every building of more than one storey shall be provided with at least two sets of stairs or steps permanently fixed either inside or outside the building, so as to afford direct and unimpeded access from every part of the factory to the ground level. Such stairs shall be provided with a suitable and sufficient hand-rail or other convenient support. In factories employing less than forty persons, the Inspector may accept in lieu of a second set of stairs or steps, such other means of escape in case of fire as can reasonably be required in the circumstances of each case.

53. Every window or door giving access to an external staircase shall be so arranged as to open immediately from the inside. Exits to external stairs to open from inside.

54. Notwithstanding anything contained in Rule 52, ginning factories shall be provided with at least two suitable earthen ramps or two flights of stairs made of brick-work or other fire-resisting material. Ginning factories to be provided w h two earthen ramps, etc.

FENCING.

(Sections 24 and 32.)

55. The following parts of transmission machinery shall be securely fenced if in motion and likely to cause danger:— Certain parts of transmission machinery to be fenced.

(i) All shafts, couplings, collars, toothed wheels, pulleys, driving straps, chains and ropes, except such as are in the opinion of the Inspector, by reason of construction or position, equally safe to every person employed as they would be, if securely fenced or guarded.

(ii) All projecting set screws, keys, nuts or bolts on revolving parts, except such as are countersunk or otherwise made equally safe.

(iii) The underside of all heavy overhead main driving belts or ropes, if there is any probability of persons having to pass under them.

56. (i) Cotton openers, combined openers and scutchers and lap-machines, hard waste breakers and similar machines and spinning mules shall be driven from countershafts provided with fast and loose pulleys and efficient belt shifters. Other precautions to be taken with certain parts.

(ii) In all openers, combined openers and scutchers, scutchers, scutcher-lap machines, hard waste breakers and similar machines, the cover of the beaters and doors which give access to any dangerous parts of the machines shall be secured by a self-locking apparatus maintained in efficient order in such manner as to make it impossible to open such cover or door when the machine is working. A similar device shall be applied to the doors or casings over the jack box motion and adjacent parts of all slubbing, intermediate and roving frames set up after the 1st day of April 1936.

(iii) In all openers, combined openers and scutchers, scutchers, scutcher-lap machines, hard waste breakers and similar machines, the openings giving access to the dust

chamber shall be provided with permanently fixed fencing which shall, while admitting light, yet prevent contact between any portion of worker's body and the beater gird bars.

(iv) In all combined openers and scutchers, scutchers, scutcher-lap, sliver-lap and lap machines and similar machines, an efficient guard shall be fitted over the lap and maintained in such order that no person may handle the lap when the weight friction rack is exerting pressure on the lap spindle.

Parts of carding machines to be fenced.

57. (*a*) In every carding machine:—

(i) all feed roller wheels and doffer wheels, side shaft wheels, calender wheels, and coiler wheels shall be efficiently fenced;

(ii) licker-in-covers shall be screwed down so that they cannot be readily lifted, while the machine is in motion.

(*b*) In every carding machine, other than roller and clearer waste cards or cards of a similar type erected after the 1st of April 1936, the cylinder stripping door shall be secured by an automatic locking apparatus maintained in efficient order in such manner as to make it impossible to open such door until the cylinder is at rest.

(*c*) In every roller and clearer waste carding machine, the wooden cover over the rollers and clearers shall be secured in such manner that it cannot be readily opened.

Certain parts to be guarded.

58. Every ring-throstle-frame, flyer-throstle-frame and doubling frame, the tin rollers, of which revolve in the usual directions, that is, in such manner as to draw upwards between them any object coming into contact with them from beneath, shall be guarded in the following manner:—

(i) A guard or guards shall be permanently fixed along the whole length of each side of every such frame and not further under the frame than the outer edge of the spindle rail.

(ii) These guards shall consist of strong horizontal iron bars not less than one and a quarter inch in width and one-quarter of an inch in thickness secured to suitable uprights spaced not more than four feet apart; the bars should be so placed that the vertical space between the topmost bar and the bottom of the spindle rail and between the lowest bar and the floor and between

any bar and the next bar shall be not more than six inches. If any line of bars consists of more than one piece, the pieces, forming the line shall overlap each other by at least two and a half inches and shall be effectively secured.

(iii) Whenever under the tail end of any such frame, there is a clear space exceeding 8 inches from the floor, a like guard shall similarly be fixed midway across such end.

(iv) Every frame shall be fenced in the above manner before being brought into use, unless secure fencing is adequately maintained by wooden guards, constructed of suitable dimensions from strong sound smooth wood, such as teak, permanently and suitably fixed.

Calendering machines, etc., to be provided.

59. In respect of calendering machines, mangles, and similar machines, all such machines shall be provided with an efficient "nip" guard along the whole length on the intake side of each pair of bowls and similar parts, which shall be so fitted and maintained, whilst the rollers or bowls are in motion, as to prevent access of any person's fingers to the point of contact of the rollers or bowls.

Belts, etc., to be regularly examined.

60. (i) All belts shall be regularly examined to ensure that the joints are safe and the belts at proper tension.

(ii) All hoist ropes and chains shall be regularly examined by a competent person nominated by the Manager to ensure that they are in safe condition. The Manager shall maintain a record of such examinations with dates and remarks under his signature in the inspection book maintained in accordance with Rule 5.

Emery and abrasive wheels to be provided with an iron coverguard.

61. Except with the written permission of the Inspector, every emery or abrasive wheel shall be provided with a strong iron cover guard that shall enclose the wheel, as far as practicable. The guard shall be securely attached to the frame of the machine or other solid foundation.

Additional Fencing in Ginning and Pressing Factories.

Additional provision for cotton and ginning factories.

62. The following special additional provisions shall apply to cotton ginning factories, to the extent therein indicated:—

(*a*) the line shaft or second motion in cotton ginning factories, when below floor level, shall be

completely enclosed by a continuous wall or unclimbable fencing with only so many openings as are necessary for access to the shaft for removing cotton seed, cleaning and oiling; and such openings shall be provided with gates or doors which shall be kept closed and locked.

(*b*) The toothed rollers of the opener shall be guarded by securely fixing across the machine a strong wooden plank or metal guard so fixed that in no circumstances can a person's hand get into the rollers.

(*c*) The spur gearing at the side of the opener shall be completely covered by a strong metal guard.

(*d*) The crank shaft pulleys and roller-pulleys of all gins shall be securely fenced by strong box guards and hinged top covers.

(*e*) All ginning machines and openers shall be provided with fast and loose pulleys and efficient belt shifters.

(*f*) The intake side of the roller cog wheels on all double roller ginning machines shall be fenced by a strong metal guard. The oscillating mechanism on all these machines shall also be fenced by a strong metal cover.

(*g*) Any opening on the underside of saws on saw gins or similar gins shall be securely fenced by securely bolting an expanded metal or similar cover in such a manner that no person's hand can come in contact with the saws, when the saws are in motion.

(*h*) In putties or kappas and cotton openers, the beater at the feed end shall be securely fenced by permanently fixing strong sound wooden planks or metal plates across the feed opening and to the sides of the machine, in such a manner that in no circumstances can any portion of a person's body come in contact with the beater whilst it is in motion.

Additional fencing in factories wherein decorticating is carried out.

63. In any decorticator.—

(*a*) The feed opening shall be securely fenced by permanently fixing iron bars not less than 5/8" in diameter, spaced not more than two inches apart from centre, across such opening.

(*b*) The axil openings at the sides of the machine shall be securely fenced by permanently fixing expanded metal covers over such openings, in such manner that in no circumstances can a person's hand come in contact with the "pankha."

PROTECTION OF WORKERS ATTENDING TO MACHINERY.

64. As far as possible all important pulleys shall be provided with belt hangers: Important pulleys to be provided with belt hangers.

Provided that when the main belts of any machinery have to be adjusted, the machinery shall be stopped and shall not be set in motion again, until such belts have been completely adjusted.

65. Replacing or adjusting of fast running belts shall be done only by an experienced and specially trained worker. Fast running belts to be replaced, etc., only by experienced and trained worker.

66. All ladders used in replacing belts shall be specially made and reserved for that work and provided with hooks or an effective non-skid device. Ladders provided with hooks must have hooks fitted in such suitable positions that they rest on the shaft when the bottom end of the ladder is resting on the floor. Ladders.

67. (1) Every worker, who goes up to replace a belt or to oil bearings of a shaft, shall wear a tight loin cloth or tight trousers, and shall not wear any loose clothing which is liable to be caught in the machinery. The tight loin cloth or tight trousers shall be provided by the occupier, free of cost. Certain workers to be supplied with certain clothing free of charge.

(2) The provisions of sub-rule (1) shall apply :—

(*a*) to every worker, who goes down to replace a belt or to oil bearings of a shaft in a cotton ginning factory, and

(*b*) to all oilers and to attendants of prime movers, and to any person who is allowed to work in the shaft alley of a cotton ginning factory when the machinery is in motion.

(3) A dhotie wrapped round the body in any manner shall not be deemed to be a loin cloth within the meaning of sub-rule (1).

68. All kiers, digesters or steam jacketed pans or other vessels worked under pressure shall be fitted with safety valves and pressure gauges. Certain pans to be fitted with safety valves, etc.

69. All sizing cylinders, pits, tanks, gutters, or excavations of more than eighteen inches in depth and all open tanks or open vessels containing either chemicals or Certain places to be securely fenced.

hot substances dangerous to human life or safety shall be securely fenced, except when they are, in the opinion of the Inspector, by reason of construction or position equally safe to every worker as they would be if securely fenced.

70. Safe and convenient access shall be provided to all bearings.

71. All water gauge glasses of boilers of which the maximum pressure exceeds 100 lbs. per square inch shall be securely guarded.

72. No additional weight shall be placed on the safety valve of any boiler except under the written authority of the Boiler Inspector.

Electrical Fittings.

73. (1) All electrical conductors shall either be covered with adequate insulating material and further protected in a manner approved by the Inspector to prevent danger or shall be so placed and guarded as to prevent danger.

(2) All electrical apparatus, machines and fittings shall be :—

(*a*) so placed or protected in a manner approved by the Inspector as to prevent danger;

(*b*) provided with efficient handles or other means of working, insulated from the electrical system and so arranged that the hand cannot inadvertently touch live metal.

(3) Only specially trained and experienced persons shall be allowed to operate, adjust or repair any electrical apparatus.

(4) Instructions both in English and Kanarese for the restoration of persons suffering from electric shock shall be affixed in a conspicuous place in every factory using electrical energy for lighting or power purposes.

Prevention of Accidents.

74. Notices in form "L" both in English and Kanarese for the prevention of accidents in factories shall be affixed in conspicuous places in every room of the factory in which machinery is in use.

FORM L.

DANGER.

It is dangerous whilst machinery is in motion—

(i) to clean and adjust dangerous parts of the Machinery;

(ii) to remove, interfere with and disregard any guard or fence;

(iii) to replace heavy belts and;

(iv) to wear loose clothing whilst attending to machinery or belts.

PROHIBITION OR ADMISSION OF CHILDREN.

Section 28.

75. In any factory of the classes specified below, the admission of children between the ages of two and twelve is prohibited to such factories as is specified:— Admission of certain children prohibited.

(*a*) Cotton ginning factories, to any part of such factories or premises wherein any machinery is at work;

(*b*) Match factories, to any part of such factories other than rooms or an enclosed portion of the compound specially reserved for the use of such children in which no manufacturing process is carried on and no articles or materials are stored; and

(*c*) Any factory in which explosives are manufactured.

NOTICES OF ACCIDENTS.

(*Sections* 30 *and* 32.)

76. Notices of accidents resulting in death or causing such severe injury that there is no reasonable hope that the injured person will be able to return to work within 48 hours, shall be sent by telegram, telephone or special messenger within four hours of the occurrence to— Notice of accidents.

(i) the Inspector of the area in which the factory is situate, and

(ii) the District Magistrate or if he by general order so directs, any other Magistrate of the First Class.

77. In case of any accident resulting in death, notice shall also be sent to the officer in charge of the police Notice to be given to police if death results immediately.

station for the area in which the factory is situate within the time and by the agency prescribed in rule 76.

Notice when death follows within seven days.

78. If in the case of an accident, the injured person dies within seven days of the accident, information of his death whenever known shall be sent by telegram, telephone or special messenger, within 24 hours of the occurrence to—

(i) the Inspector,

(ii) the District Magistrate or if he by general order so directs, the Magistrate of the First Class, and

(iii) the officer in charge of the police station for the area in which the factory is situated.

Such notice to be in Form 'M.'

79. If the notice is sent by special messenger, it shall be in Form 'M' and if it is sent by telegraph or telephone, it shall be confirmed by a written report in that Form. Copies of all such notices shall be maintained for a period of three years.

Notice of minor accidents.

80. Notices of accidents of a minor character, but which nevertheless prevent the injured person from returning to work within 48 hours of the occurrence, shall be given in Form 'M' within 24 hours of the expiry of that time to both the Inspector and the District Magistrate, or if the latter by general order so directs, to the Magistrate of the First Class.

Notice of other accidents.

81. Notices of accidents occurring in a factory which do not cause death or bodily injury but are due to any of the following causes, namely:—

(i) structural collapse,

(ii) the breaking of any rope, chain or other appliance used in raising or lowering persons or goods by the aid of mechanical or electrical power, or

(iii) fires in cotton openers in cotton pressing factories, shall be sent in Form 'M'—

(*a*) to the Inspector in all other cases, by registered post within four hours of the occurrence, or the accident shall be reported by telegraph, telephone, or by special messenger within the same period. If the notice is sent by special messenger, it shall be in Form 'M' and if it is sent by telegraph or telephone, it shall be confirmed by a written report in that Form. Copies of all such notices shall be maintained for a period of three years.

FORM M.

(*Rule* 79, 80 *and* 81.)

REPORT OF ACCIDENTS.

I.	II.
Not to be filled up by the Management.	District. Date of receipt. Accident No. Classification (fatal, serious or minor). Date of enquiry. Result of enquiry.

1. Name of occupier.
2. Address of Works.
3. Nature of Industry.
4. Branch or Department in which accident occurred.
5. (*a*) Was injury caused to any person?
   (*b*) If so, the injured person's name.

   Address.

   Sex Age Caste.

*6. Usual occupation of injured person.
7. Date and hour of accident.
8. Hour at which he started work on day of accident.
9. Cause of accident (*a*).
   If caused by machinery, give—
   (*b*) Name of machine and part causing accident.
   (*c*) State whether it was moved by mechanical power at the time.
   *(*d*) State exactly what injured person was doing at the time.
*10. Describe fully nature and extent of injuries *e.g.*, fatal, loss of finger, etc.
*11. If accident not fatal, state whether injured person was disabled for 48 hours (see Section 30 of the Regulation 1936).
12. Has duplicate copy of this return been kept?
*13. Under whose treatment is injured person?

PLACE. *Signature of Occupier, Manager or Agent.*

Date.

Inspector to investigate fatal or serious accidents.

82. If the Inspector has reason to believe that a fatal or serious accident has occurred in any factory, whether he has received a notice under Section 30 or not, the Inspector shall proceed to make an investigation by himself or in co-operation with any official deputed by the District Magistrate or the Police authorities, or with both in order to determine, as soon as possible, the cause of, and responsibility for, the accident. If it should be found

*Not to be used when no injury has been caused to any person.

667

that the death or serious injury resulted from the Occupier or Manager, or other person having neglected to observe any provision of the Regulation or Rule or Order made thereunder, the Inspector shall, if he considers that a prosecution should be instituted under the Regulation, report to the District Magistrate that he is instituting a prosecution under the Regulation.

Provided that where the Inspector considers that the prosecution should be instituted by a local official, he shall give the previous sanction in writing required by Section 74, and forward the same to the District Magistrate with a request that a prosecution may be instituted. If the Inspector considers that action should also be taken under the Indian Penal Code, he shall record his opinion and send it to the District Magistrate as he may think fit.

Procedure in Appeals.

(Sections 31 and 32.)

Procedure in Appeals.

83. (1) An appeal presented under Section 31 against the order of an Inspector shall lie to the District Magistrate, and that from the order of the Chief Inspector shall lie to Government. The appeal shall be in the form of a Memorandum setting forth concisely the grounds of objection to the order and bearing Court Fee Stamp in accordance with Court Fee Regulation in force, and shall be accompanied by a copy of the order appealed against.

(2) The Labour Unions in the case of Textile Industry and Chamber of Commerce in the case of other Industries are hereby prescribed as the bodies empowered to appoint one of the two assessors referred to in sub-section (2) of Section 31 :

Provided that in respect of industries other than Textile Industry, the appellant shall state in the memorandum presented under sub-rule (1) whether he is a member of any of the aforesaid bodies and if he is a member of two such bodies, which of these two bodies he desires should appoint one of the two assessors as aforesaid; and the body empowered to appoint such assessors shall,

(1) if the appellant is the member of one such bodies, be that body ;

(2) if he is a member of two such bodies, be the body, which the appellant desires, should appoint such assessors ; and

(3) if the appellant is not a member of any of the aforesaid bodies or if he does not state in the memorandum which of such bodies he desires should appoint the assessor, be the body which the appellate authority considers as the best fitted to represent the Industry concerned.

Appointment of Assessors.

84. On receipt of the memorandum of appeal, the appellate authority shall, if it thinks fit or if the appellant has requested that the appeal should be heard with the aid of assessors, call upon the body, declared under sub-rule (2) of rule 83 to be the body representative of the industry, concerned under sub-section (2) of Section 31, to appoint an assessor within a period of 14 days. If an assessor is nominated by such body, the appellate authority shall appoint a second assessor itself. It shall then fix a date for the hearing of the appeal and shall give due notice of such date to the appellant and to the Inspector whose order is appealed against, and shall call upon the two assessors to appear upon such date to assist in the hearing of the appeal.

Remuneration of Assessors.

85. An assessor appointed in accordance with the provisions of rules 83 and 84 shall receive, for the hearing of the appeal, a fee to be fixed by the appellate authority, subject to a maximum of fifty rupees per diem. He shall also receive reasonable travelling expenses to be fixed by the appellate authority. The fees and travelling expenses shall be paid to the assessors by Government; but where assessors have been appointed at the request of the appellant and the appeal has been decided wholly or partly against him, the appellate authority may direct that the fees and travelling expenses of the assessors shall be paid in whole or in part by the appellant.

Provision and Custody of First-aid Appliances.

(*Section* 32.)

86. Before the Manager shall maintain, free of any charge to the workers, stores of first-aid appliances.

[*Section* 32 (*b*) *and* 32 (*g*).]

87. (*a*) There shall be provided and maintained so as to be readily accessible a first-aid box or cupboard of the prescribed standard (given below), and where more than

150 workers are employed an additional box or cupboard for every additional 150 workers.

The number of first-aid boxes or cupboards required under this provision shall be calculated on the largest number of workers employed at any one time, and fractions of 150 shall be reckoned as 150. Where the workers are employed in shifts, the calculation of the number employed shall be according to the largest number at work at any one time.

(*b*) Nothing except appliances or requisites for first-aid shall be kept in a first-aid box or cupboard.

(*c*) Keys of each first-aid box or cupboard shall be in the charge of the Manager, who shall ensure that duplicate keys are maintained, and readily available in the departments in which boxes or cupboards are kept during all working hours;

Provided that if an ambulance room or a dispensary with facilities for the adequate treatment of injured cases is maintained, the Inspector may, by written certificate, exempt the factory from the requirements of rule 86 to such extent and subject to such conditions as he may specify;

Provided further that where the employees of a factory are not exposed to a serious risk of accidents, the Inspector may, by written certificate, exempt the factory from the requirements of rule 86 to such extent as he may specify but no certificate shall totally exempt any factory from the necessity of maintaining first-aid appliances.

88. Prescribed standards :—

(*a*) For factories employing 50 workers or less each first-aid box or cupboard shall contain at least—

(*i*) Printed English and Vernacular instructions for the treatment of different types of injuries.

(*ii*) A sufficient number (not less than a dozen) of small sterilised dressings for injured fingers.

(*iii*) A sufficient number (not less than six) of medium sterilised dressings for injured hands or feet.

(*iv*) A sufficient number (not less than six) of large sterilised dressings for other injured parts.

(*v*) A sufficient number of sterilised burn dressings (small and large).

(*vi*) A sufficient supply of sterilised cotton wool, in ½ oz. packets.

(*vii*) A two per cent alcoholic solution of iodine.

(*viii*) A bottle of sal volatile, having the dose and mode of administration indicated on the label.

(*ix*) Eye drops.

(*x*) A supply of suitable splints and cotton wool or other material for padding.

(*xi*) A supply of adhesive plaster.

(*xii*) A tourniquet.

(*xiii*) Six roller bandages.

(*xiv*) Three triangular bandages.

(*xv*) Safety pins.

Provided that items (*x*) to (*xv*) inclusive need not be included in the standard first-aid box or cupboard (*a*) where there is a properly equipped ambulance room, or (*b*) if at least one box containing such items and placed and maintained in accordance with the requirements of rule 86 is separately provided.

Each first-aid box or cupboard shall be distinctively marked with a white cross on a red ground.

(*b*) For factories employing more than 50 workers each, first-aid box or cupboard shall contain at least—

(*i*) Printed English and Vernacular instructions for the treatment of different types of injuries.

(*ii*) A sufficient number (not less than two dozens) of small sterilised dressings for injured fingers.

(*iii*) A sufficient number (not less than one dozen) of medium size sterilised dressings for injured hands or feet.

(*iv*) A sufficient number (not less than one dozen) of large sterilised dressings for other injured parts.

(*v*) A sufficient number of sterilised burn dressings.

(*vi*) A sufficient supply of sterilised cotton wool, in $\frac{1}{2}$ oz. packets.

(*vii*) A two per cent alcoholic solution of iodine.

(*viii*) A bottle of sal volatile, having the dose and mode of administration indicated on the label.

(*ix*) Eye drops.

(*x*) A supply of suitable splints and cotton wool or other material for padding.

(*xi*) A supply of adhesive plaster.

(*xii*) A tourniquet.

(*xiii*) One dozen roller bandages.

(*xiv*) Half a dozen triangular bandages.

(*xv*) Safety pins.

Provided that items (*x*) to (*xv*) inclusive need not be included in the standard first-aid box or cupobard (*a*) where there is a properly equipped ambulance room, or (*b*) if at least one box containing such items and placed and maintained in accordance with the requirements of rule 86 is separately provided.

Each first-aid box or cupboard shall be distinctively marked with a white cross on a red ground.

(*c*) For factories in which, owing to the nature of the manufacturing process, additional materials are necessary for the treatment of injuries, such additional materials shall be maintained as the Inspector may, by written order, require.

(*d*) All materials for dressings contained in first-aid boxes or cupboards shall be those designated in and of a grade or quality not lower than the standard prescribed by the British Pharmaceutical Codex, 1923.

89. Vernacular notices in Form hereto shall be affixed and maintained in every workroom, stating the nearest first-aid box or cupboard in respect of that room, also warning workers of the dangers of neglecting even small injuries and urging them to obtain proper treatment. The Form may be obtained from the Inspector.

90. Arrangements shall be made to replace as soon as possible articles used from first-aid boxes or cupboards from a reserve supply.

NOTICE FORM.

It is dangerous to neglect injuries.

Without proper care, blood poisoning or infection with serious consequences may result from slight injuries such as cuts, punctures, scratches, splinters, burns, etc.

Workmen are urged to get proper attention to all such injuries and to report at once to their immediate superiors and the First-aid Officer.

The nearest first-aid box is in.

INSPECTOR'S REGISTER OF FACTORIES.

(*Section* 32.)

The Inspector who maintains a register of factories.

91. The Inspector shall maintain a register of all factories under his charge in Form 'N' and shall

furnish a copy thereof to the District Magistrate as early as possible in each year. He shall also intimate to the District Magistrate, at the time they are made, all changes in the register which are made in accordance with rules 92, 93 and 94.

FORM 'N.'

(*Rule* 91.)

REGISTER OF FACTORIES.

Part I—Non-seasonal.

Part II—Seasonal. Year 19 .

Sl. No.	District	Name of factory	Postal address	Nature and amount of power	Nature of manufacturing process carried on	Name of Occupier	Name of Manager	Date of Inspection				Remarks

92. When the Inspector has reason to believe that any premises situated within his limits and not already registered as a factory ought to be included in his register, he shall send to the occupier of the premises a notice intimating his intention of placing such premises on his Register of Factories.

Notice to premises which ought to be registered as factories.

93. Any person served with a notice under Rule 92 may, within 15 days of the receipt of such notice, forward to the Inspector a statement setting forth his objections to the registration of his premises as a factory. The Inspector shall consider and dispose of such objections after making such enquiries as he may deem necessary, and shall communicate his decision to the person concerned.

Objections to such notice and their decision.

94. When any premises ceases to be occupied as a factory, the occupier may give notice of the fact to the Inspector who shall, if satisfied that the Act is no longer applicable to such premises, remove them from his Register. The Inspecter may, without such notice, and of his own motion, at any time remove any factory from his register if satisfied that it is no longer used as such.

Removal of entries from register.

95. A seasonal factory shall not be removed from the register if there is a probability of its starting work again within a reasonable time.

Certificate of Stability of Buildings.

(*Section* 33.)

Manufacturing Process not to be begun in certain buildings without a stability certificate.

96. (1) In any building or part of a building which is erected or used or intended to be used for a cotton spinning or weaving factory or a sugar factory, no work or any manufacturing process with the aid of power shall be commenced until a certificate of stability of the building or part of a building, as the case may be, in Form 'O' signed by a person possessing the qualifications specified in sub-rule (4), has been approved be the Inspector for the area in which the factory is situate.

(2) Such certificate shall be accompanied by the plans of the building or part thereof which is erected or intended to be used as a factory showing its extent and construction and the position of machinery, plant and tanks thereon.

(3) No alteration or addition shall be made to such building or part thereof or to such machinery, plant or tanks, unless a fresh certificate in respect of such alteration or addition has been approved in the manner specified in sub-rule (1).

(4) No person who is not—

(*a*) a Member of the Royal Institute of British Architects,

(*b*) a Member of the Indian Institute of Architects,

(*c*) a Member or Associate Member of the Institute of Civil Engineers,

(*d*) a Member of the Institute of Structural Engineers,

(*e*) a Graduate in Engineering of the Indian University recognised by Government with three years' *bona-fide* practice on his own account or as Chief Assistant of a recognised firm of Engineers,

or

(*f*) possessed of such other qualifications as the Inspector shall approve

shall sign such certificate.

(5) Nothing in this rule shall apply to cotton spinning or weaving factories situate within the limits of the City or Municipal limits.

FORM 'O.'

(*Rule* 96.)

CERTIFICATE OF STABILITY OF BUILDINGS.

This is to certify that (*a*) buildings, (*b*) part of the buildings..... ..... marked ..... in the attached plans, which have been prepared under the personal supervision and bear the signature of the undersigned,

(1) were erected and completed

(2) are to be taken into use

as a factory for the manufacture of ..... situated at ..... (full details of survey or plot No. and postal address required)

the property of ..... have been personally examined by the undersigned, and, from calculations made, examination of the various materials used and of the workmanship employed, the undersigned is satisfied that the strength of the aforesaid buildings part of a building is not less than that required by sound engineering practice and Government Resolution laid down by the Mysore Public Works Department. The undersigned is also satisfied that the foundations, floors, columns, stanchions, walls or other portions supporting machinery, plant, shafting or tanks are strong enough to support such machinery, plant, shafting or tanks with safety.

Place.....

Date..... *Signature with qualifications.*

HAZARDOUS OPERATIONS (LEAD AND LEAD COMPOUNDS).

(*Sections 33* (*4*) and *78*).

I.

97. (1) The operations specified in the schedule are declared to be hazardous operations, when carried on in any factory.

(2) No woman, adolescent or child shall be employed in any factory in any of the operations specified in Part I of the schedule or, save in any of the operations specified in Part II of the schedule.

II.

(3) In respect of every woman, adolescent or child employed in a factory in any of the operations specified in Part II of the schedule (hereinafter referred to in this Part of the rule as "such person"), the manager of the factory shall have in his possession a certificate of fitness in Form 'P' by a certifying surgeon appointed in Section 12.

(4) Every such person shall carry while he is at work a token giving reference to such certificate.

FORM 'P'

Rule (97).

MEDICAL CERTIFICATE OF FITNESS.

In respect of persons employed in operations involving the use of lead compounds.

Serial No..... Date.....

I hereby certify that I have personally examined (name) son/daughter/wife of .....caste, etc., residing at..... .....who is desirous of being employed as..... .....in the.....factory and that his/her age as nearly as can be ascertained from my examination is.....years and that he/she is, in my opinion, fit for employment at work involving the use of lead compound. His/her descriptive marks are.....

Left thumb mark impression

of person examined. Signature of Surgeon.

(5) Every such person shall be medically examined by a certifying surgeon at intervals of not more than three months, and a record of such examinations shall be kept in Form 'Q'.

FORM 'Q'

(*Rule* 97).

Register of Medical Inspection of persons employed in processes involving the use of lead compounds.

Serial No.....

(2) Certificate No.....

(3) Name.....

(4) Sex.....Age.....Caste.....

(5) Date of employment.....

(6) Date of inspection.....

(7) MAIN SYMPTOMS:

(*a*) Blue line on gums.
(*b*) Anæmia.
(*c*) Gastric colic constipation.
(*d*) Nervous symptom vertigo headache.
(*e*) Paralysis.
(*f*) Eneephalopathy.
(*g*) Others.
(*h*) Remarks.
(*i*) Initials of Certifying Surgeon and date.

(6) If at any time the certifying surgeon is of opinion that any such person is no longer fit for employment in any of the operations specified in Part II of the schedule, he shall cancel the certificate of fitness of that person and that person shall not be employed in any such operation, unless the certifying surgeon again certifies him to be fit.

(7) Where dust or fume from a lead compound is produced in any operation specified in Part II of the schedule, provision shall be made for drawing the fume or dust away from every such person by means of an efficient exhaust draft so contrived as to operate on the dust or fume as nearly as may be at its point of origin.

(8) No food, drink or tobacco shall be brought into or consumed in any room in which any such person is employed.

(9) Adequate protective clothing in a clean condition shall be provided by the employer for and worn by every such person.

(10) Every room in which any such person is employed and all tools and apparatus used by him, shall be kept in a clean condition.

SCHEDULE

PART I.

1. Work at a furnace where the reduction or treatment of zinc or lead ores is carried on.

2. The manipulation, treatment, or reduction of ashes containing lead, the de-silverising of lead or melting of scrap lead or zinc.

3. The manufacture of solder or alloys containing more than 10 per cent of lead.

4. Manufacture of any oxide, carbonite, sulphate, chromate acetite, nitrate or silicate of lead.

5. Mixing or posting in connection with the manufacture or repair of electric accumulators.

6. The cleaning of work-rooms where any of the processes aforesaid are carried on.

PART II.

Any other operation involving the use of lead compound.

HOLIDAYS.

(Section 35).

Return of Holidays.

98. (1) Before the end of each calendar month, unless exempted, the manager of every factory shall deliver or cause to be delivered to the office of the Inspector of the area in which the factory is situate, a return giving notice of all the days on which the factory will be closed during the succeeding month.

(2) The return of holidays shall be delivered whether the factory is or is not working during the calendar month preceding the one to which the return relates; and if any change of date is subsequently made, notice shall be delivered to the office of the Inspector in accordance with Section 35.

99. The approved compensatory periods of rest shall be entered in Form 'B'.

NOTICES AND REGISTERS.

(Sections 39, 41, 55 and 56).

Form of notice of periods for work.

100. The notice of periods for work of workers shall be in the Form 'C' prescribed. The information required under Sections 39 and 55 shall be recorded separately.

Form or Register of workers.

101. The registers maintained under Sections 41 and 56 shall be in Form 'D'. These registers shall be written up afresh each year and shall always be available for inspections and be preserved for 12 months.

Form of abstract of Regulation and Rules.

102. The abstract of the Regulation and rules required by Section 76 to be affixed shall be in Form 'R' for non-seasonal factories and in Form 'S' for seasonal factories.

FORM R.

(*Rule 102.*)

ABSTRACT OF THE FACTORIES REGULATION AND RULES, 1936.

(To be fixed in a conspicuous place near the main entrance.)

NON-SEASONAL FACTORIES.

1. No adult worker shall be allowed to work in any factory for more than 10 hours in any day.

2. No adult worker shall be allowed to work in any non-continuous process factory for more than fifty-four hours in any week or for more than fifty-six hours in a continuous process factory.

3. No child shall be allowed to work in any factory for more than five hours in any day. (This also applies to adolescents who have not received a certificate of fitness to work as adults.)

4. Unless otherwise notified, no woman or child shall be allowed to work before or after the hours noted below. (Male adolescents may only be so employed if they are in possession of a certificate of fitness to work as an adult and either carry the certificate or a token giving reference to the certificate):—

From November 1st to March 31st inclusive.	Before 6-30 a.m. and after 7-30 p.m.
From April 1st to October 31st inclusive.	Before 6-00 a.m. and after 7-00 p.m.

5. There must be fixed for every worker on each working day :—

(*a*) either an interval for rest of at least one hour's duration before more than six hours' work; or

(*b*) an interval for rest of at least half an hour's duration before more than five hours' work; or two half hour intervals before more than eight and a half hours' work, and no period of work shall exceed five hours.

6. No worker shall be allowed to work in any factory on a Sunday, unless :—

(*a*) he has had, or will have, a holiday for a whole day on one of the three days immediately before or after that Sunday, and

(*b*) the manager of the factory has before that Sunday or the substituted day, whichever is earlier,

delivered notice to the Office of the Inspector of his intention to require the worker to work on the Sunday and of the day which is to be substituted, and displayed a notice to that effect in the factory:

Provided that no substitution shall be made which will result in any worker working for more than ten days consecutively without a holiday for a whole day.

7. The periods of work together with intervals for rest shall not spread over more than,—

(*a*) thirteen hours in any day for an adult;

(*b*) seven and a half hours in any day for a child.

8. No child or adolescent shall be allowed to work in any factory unless he is in possession of a certificate granted under section 52 (2) and while at work carries a token giving reference to the certificate. (An adolescent who has not been granted a certificate of fitness to work in a factory as an adult shall, notwithstanding his age, be deemed to be a child.)

9. No person shall employ or permit to be employed in any factory any child or, except in prescribed circumstances, any other worker whom he knows, or has reason to believe, to have already been employed on the same day in any other factory.

10. A register in Form 'D' must be kept for all workers employed in every factory unless the Government or the Inspector specially grants exemption from the maintenance of this register by written order.

11. The notice required by sections 39 and 55 shall be written in Form 'C' and shall be posted in a conspicuous place near the main entrance of the factory.

12. Every factory shall be suitably and sufficiently lighted by safe methods.

13. (*a*) In every factory, there shall be maintained a free, sufficient and suitable supply of drinking water;

(*b*) In every factory stores of first-aid appliances shall be maintained for the use and free treatment of injured persons;

(*c*) In factories in which workers come in contact with injurious or obnoxious substances suitable washing accommodation shall be maintained.

14. Every factory shall be provided with latrine accommodation. If females are employed, separate screened and marked latrines and urinals shall be provided.

15. Unless specially exempted, factories must be lime-washed each year and the date recorded in Form 'I.'

16. Any person who smokes or uses a naked light, or causes or permits any such light to be used, in the immediate vicinity of any inflammable material in contravention of section 66, shall be punishable with fine which may extend to five hundred rupees.

17. All accidents within the scope of section 30 must be reported as required by rules 76—81.

18. All structural collapses, the breakage of ropes, chains or other lifting gear, and fires in cotton openers, must be reported in accordance with rule 81, that is, whether injury is caused or not.

19. No woman, adolescent or child shall be employed on lead processes, save in accordance with the Hazardous Occupations (Lead) Rule 97.

20. *Exceptions.*—(*a*) Chapter IV does not apply to clerks, time-keepers or accountants or to persons included in the Schedule in Rule 105.

(*b*) Sections 34, 35, 36, 37, 38, 39 and 40 do not apply to any work or classes of persons to be specifically exempted by the Government under the provisions of section 43 (2) to the extent specified in Appendix.

(*c*) Sections 34, 35, 36, 37, 38, 39 and 40 do not apply to factories specifically exempted by the Government under the provisions of section 44 (2) to the extent to be noted in the exemption order.

(*d*) No woman, under any circumstances, shall be employed for more than ten hours in any one day.

21. All persons who exceed fifty-four hours' work a week but not more than sixty hours under any exemption granted in factories other than those employed on continuous production work for technical reasons and all persons who exceed fifty-six hours' work a week but not more than sixty hours employed on continuous production work for technical reasons, shall be paid for the overtime at a rate at least one and a quarter times the normal rate. All persons who exceed sixty hours of work a week as above, or exceed ten hours a day, shall be paid overtime at a rate of at least one and half times the normal rate.

Inspector of Factories.

FORM 'S.'

(*Rule 102.*)

ABSTRACT OF THE FACTORIES REGULATION AND RULES, 1936.

(To be fixed in a consepicuous place near the main entrance.)

SEASONAL FACTORIES.

1. (*a*) No male adult worker shall be allowed to work in any factory for more than eleven hours in any day.

(*b*) No female adult worker shall be allowed to work in any factory for more than ten hours in any day.

2. No adult worker shall be allowed to work in any factory for more than sixty hours in any week.

3. No child shall be allowed to work in any factory for more than five hours in any day. (This also applies to adolescents who have not received a certificate of fitness to work as adults.)

4. No woman or child shall be allowed to work before or after the hours noted below. (Male adolescents may only be so employed if they are in possession of a certificate of fitness to work as an adult and carry a token giving reference to the certificate):—

From November 1st to March 31st inclusive.	Before 6-30 A.M. and after 7-30 P.M.
From April 1st to October 31st inclusive.	Before 6 A.M. and after 7 P.M.

5. There must be fixed for every worker on each working day :—

(*a*) either an interval for rest of at least one hour's duration before more than six hours' work; or

(*b*) an interval for rest of at least half an hour's duration before more than five hours' work, or two half hour intervals before more than eight and a half hours' work and no period of work shall exceed five hours.

6. No worker shall be allowed to work in any factory on a Sunday, unless.—

(*a*) he has had, or will have, a holiday for a whole day on one of the three days immediately before or after that Sunday, and

(*b*) the manager of the factory has before that Sunday or the substituted day, whichever is earlier, delivered notice to the Office of the Inspector of his intention to require the worker to work on the Sunday and of the day which is to be substituted, and displayed a notice to that effect in the factory:

Provided that no substitution shall be made which will result in any worker working for more than ten days consecutively without a holiday for a whole day.

7. The periods of work together with intervals for rest shall not spread over more than—

(*a*) thirteen hours in any day for an adult,

(*b*) seven and a half hours in any day of a child.

8. No child or adolescent shall be allowed to work in any factory unless he is in possession of a certificate granted under Section 52 (2) and while at work carries a token giving reference to the certificate. (An adolescent who has not been granted a certificate of fitness to work in a factory as an adult, shall, notwithstanding his age, be deemed to be a child.)

9. No person shall employ or permit to be employed in any factory any child or, except in prescribed circumstances, any other worker whom he knows, or has reason to believe, to have already been employed on the same day in any other factory.

10. A register in Form 'D' must be kept for all workers employed in every factory, unless the Government or the Inspector specially grants exemption from the maintenance of this register by written order.

11. The notice required by Sections 39 and 55 shall be written in Form 'C' and shall be posted in a conspicuous place near the main entrance of the factory.

12. Every factory shall be suitably and sufficiently lighted by safe methods. Cotton ginning factories must not be lighted by lamps burning vapour under pressure and if candles are used they must be in satisfactory glass lanterns and at least one per two gins used.

13. (*a*) In every factory there shall be maintained a free, sufficient and suitable supply of drinking water;

(*b*) In every factory stores of first-aid appliances shall be maintained for the use and free treatment of injured persons;

(*c*) In factories in which workers come in contact with injurious or obnoxious substances suitable washing accommodation shall be maintained.

14. Every factory shall be provided with latrine accommodation. If females are employed, separate screened and marked latrines and urinals shall be provided.

15. Unless specially exempted, factories must be lime-washed each year and the date recorded in Form 'I'.

16. Any person who smokes or uses a naked light, or causes or permits any such light to be used, in the immediate vicinity of any inflammable material in contravention of Section 66 shall be punishable with fine which may extend to five hundred rupees.

17. All accidents within the scope of Section 30 must be reported as required by rules 76-81.

18. All structural collapses, the breakage of ropes, chains or other lifting gear, and fires in cotton openers must be reported in accordance with rule 81, that is, whether injury is caused or not.

19. *Exceptions.*—

(*a*) Chapter IV does not apply to clerks, time-keepers or accountants or to persons included in the Schedule in rule 105.

(*b*) Sections 34, 35, 36, 37, 38, 39 and 40 do not apply to any work or classes of persons to be specifically exempted by the Government under the provisions of Section 43 (2) to the extent specified in Appendix.

(*c*) Sections 34, 35, 36, 37, 38, 39 and 40 do not apply to factories specifically exempted by the Government under the provisions of Section 44 (2) to the extent to be noted in the exemption order.

(*d*) No woman, under, any circumstances, shall be employed for more than ten hours in any one day.

Inspector of Factories.

103. All Registers and Returns and Notices required to be maintained under the Regulation and Rules shall be maintained in English or in Kanarese.

The abstract of the Regulations and Rules shall be either in English or in Kanarese or in the language of the majority of the workers employed in the Factory.

104. The manager of every factory shall furnish to the Inspector on or before the 15th January in each year an annual return in duplicate in Form 'T' provided that in the case of the factory in which work is carried on only

in certain season or certain seasons of a year, the manager shall, if so required by the Inspector, submit the annual return within 15 days after the close of the season or of the last of three seasons, as the case may be. Government may dispense with this return in case of any class of factories or of the Factories in any particular area.

FORM 'T.'

(*Rule* 104.)

Year ending December 31, 19...

Name of Factory..... Season ending.....19...

Name of Occupier..... Name of Manager.....

1. District.....
2. Place.....
3. Nature of Industry.....
4. Average number of operatives employed daily. { Men..... Women..... Boys..... Girls.....
5. Average Normal hours worked per week. { Men..... Women..... Children.....
6. What intervals are given to adults ?
7. Are rest intervals given to children.....
8. Are work days sometimes substituted for Sundays as weekly holidays.....
9. Are the majority of operatives exempted from provisions of sections. 21..... 22..... 27..... 28.....

ADULTS EXEMPTED UNDER SECTION 43.

105. The following persons shall be deemed to hold positions of supervision or management :— Persons defined to hold positions of supervision or management.

(*a*) All persons specified in the Schedule below.

(*b*) Any other person who, in the opinion of the Inspector, holds a position of supervision or management

SCHEDULE.

List of Persons to hold positions of Supervision or Management in Factories.

I. All Factories.

Manager.
Assistant Manager.
Departmental Heads and Assistants.
Engineer and Certified Assistants.
Electrical Engineer.
Head Store-keeper and Assistants.
Boiler Chargeman.
Technical Experts.

II. Engineering Workshops.

Foremen.
Inspectors.
Chargemen.
Workshop Overseers.
(In addition to persons in the list "I. All Factories" above).

III. Spinning and Weaving Mills.

Engineering Department.

Foremen Mechanics.

Spinning Departments.

Jobbers.

(*Note.*—Spinning departments shall, for the purposes of this Rule, be deemed to include also the blowing, carding, drawing and frame departments.)

Weaving Departments.

Jobbers, Overseers.

(*Note.*—Weaving departments shall for the purposes of this Rule, be deemed to include the preparatory departments of winding, warping and sizing.)

Dyeing, Bleaching, Calendering, Finishing and Cloth Printing Departments.

Jobbers, Overseers.

(In addition to persons in the list "I. All Factories" above.)

Persons defined to hold confidential position.

106. All clerks and time-keepers employed in a factory within the meaning of clause (*h*) of Section 2 shall be deemed to be employed in a confidential position in the factory.

List to be maintained of persons holding confidential position or position of supervision or management.

107. A list showing the names and designations of all persons to whom the provisions of sub-section (1) of Section 43 have been applied shall be maintained in every factory.

Overtime Limits and Payments for Exempted Workers.

(Section 47.)

Muster-roll for exempted factories.

108. The manager or occupier of every factory in which workers are exempted under section 43 or 44 from the provisions of section 34 or 36 shall keep a muster-roll in Form 'U' showing the normal piece work rate of pay, or the rate of pay per hour, or per day of nine hours in non-seasonal factories, or per week of fifty-four hours in non-seasonal factories other than those employed on continuous production work for technical reasons, or of fifty-six hours in non-seasonal factories employed on continuous production work, or of sixty hours in seasonal factories, of all exempted employees. In this muster-roll shall be correctly entered the overtime hours of work and payments therefor of all exempted workers. The muster-roll in Form 'U' shall always be available for inspection.

FORM "U."

(Rule 109.)

Overtime Muster-roll for Workers on Exempted Work.

Month ending.....

Number in Register	Name	Department	Dates on which overtime has been worked	Extent of overtime on each occasion	Total overtime worked	Normal hours	Normal rates of pay	Overtime rate of pay	Normal earnings	Overtime earnings	Total earnings

Total overtime for women exempted from section 34.

109. Where women are exempted from the provisions of section 34, under the provisions of section 43, the total overtime permitted shall not exceed six hours during the week.

Total overtime for male adult workers exempted from sections 34 and 36.

110. Where male adult workers are exempted from the provisions of sections 34 and 36, the overtime permitted shall not exceed 12 hours in any one week. But nothing in this rule shall apply to work on urgent repairs carried out under the conditions laid down in item 1 of Appendix under Rule 106.

EMPLOYMENT OF MEN IN MORE THAN ONE FACTORY.

(Section 48.)

When employment of men in more than one factory may be sanctioned.

111. The Inspector may sanction the employment of adult workers in more than one factory on the same day if he is satisfied that such adult worker—

(*a*) is employed in accordance with section 34, and

(*b*) has the holiday prescribed by section 35.

Note of such employment to be made in register.

112. A note, under the initials of the Inspector, shall be made in the remarks column of the register against all adult workers permitted to work in more than one factory under rule 110. For the purpose of Register of workers under adults and adolescents and children, the Forms prescribed are 'V' and 'W' respectively.

FORM "V."

(Rule 113.)

REGISTER OF WORKERS.

Adults:—Part I ... Men. Name of Factory.....

,, II .... Women. Postal Address.....

No.	Name	Father's name	Caste or religion	Nature of work	Hours of work/Days of week*					Remarks
					I period From To	II period From To	III period From To	I period From To	Total weekly hours	

*Days of week represent Sunday, Monday—Saturday.

FORM 'W.'

(*Rule 113.*)

REGISTER OF WORKERS.

Adolescents:—Part III ... Males.
,, IV ... Females.
Children:—Part V ... Boys. Name of Factory.....
,, VI ... Girls. Postal Address.....

Number	Name	Father's name	Caste or religion	Nature of occupation	Hours of work/days of the week			Total weekly hours	Provisional Certificate		Certifying Surgeon's Certificate		Remarks
					I Period From To	II Period From To	Days of week		No.	Date	No.	Date	

EMPLOYMENT OF ADOLESCENTS AND CHILDREN.

(*Sections 51, 53, and 59.*)

113. The token which a child or adolescent at work wears under Section 51 shall have the number of the child or adolescent in the Register stamped upon it. Token of child and adolescent to bear numbers.

ADULT WORKERS EXEMPTED UNDER SECTION 43 (2), (3) AND (4) FROM CERTAIN RESTRICTIONS ON WORKING HOURS.

Rule 114.—Adult workers engaged in factories specified in Column 2 of the Appendix on the work specified in Column 3 of the said Appendix shall be exempt from the provisions of the sections specified in Column 4, subject to the conditions specified in Column 5 of the said Appendix. Exemption of certain adult workers.

APPENDIX.

(RULE 114.)

Adult workers exempted from certain restrictions on working hours.

Section of the Regulation empowering grant of exemption	Class of Factory	Nature of exempted work	Extent of exemption	Conditions
43 (2) (a) and 43 (3).	1. All factories ...	Urgent repairs	Sections 34, 35, 36, 37, 38, 39 and 40.	Unless the Inspector gives permission in writing for reporting, otherwise than as herein laid down, the employment of persons on urgent repairs, the manager— (i) shall send within twenty-four hours of the commencement of work on urgent repairs, written notice to the Inspector describing briefly the nature of the urgent repairs and the probable period of their duration; and (ii) shall send weekly during the continuance of the work on urgent repairs, a statement giving the names of all persons who have worked for more than ten hours on any day or more than fifty-four hours of the preceding week in a non-seasonal factory or more than sixty hours of the preceding week in a seasonal factory, showing the total number of hours worked each day in the week.
43 (2) (h) ...	2. All non-seasonal factories other than those on continuous processes.	(i) Work performed by engine drivers.	Section 35 ...	(a) Such workers shall receive two holidays in each period covered by four consecutive statutory factory holidays and shall not be allowed to work for more than six hours on the other two weekly holidays. (b) The notice required by Section 35 must be delivered to the Office of the Inspector showing on which days holidays will be observed.
Do ...	...	(ii) Work performed by ordinary firemen working with one working boiler and work performed by all engine boilers.	Do ...	(a) Such workers shall receive two holidays in each period covered by four consecutive statutory holidays. (This exemption shall not apply to firemen working in factories with two or more working boilers nor to coal breakers nor coal carriers.) (b) The notice required by Section 35 must be delivered to the Office of the Inspector showing on which days holidays will be observed.

43 (2) (h) ...	3. All seasonal factories other than those employed on continuous processes.	Work performed by all workers in the engine room and boiler house.	Section 35 ...	No worker shall be allowed to work more than six hours on the weekly holidays.
43 (2) (b) and 43 (3).	4. All factories other than those employed on continuous processes.	Work performed by workers employed in the engine room or boiler house. (See also No. 1 above.)	Sections 34, 36, 37 and 38 and from Sections 39 and 40; provided the register or muster-roll required by Section 41 is maintained up-to-date and correctly giving the particulars of periods within which such workers may be required to work.	(a) The intervals for food and rest shall be given to all workers allowed to work on such work; (b) No worker shall be allowed to work for more than sixty hours of any one week in a non-seasonal factory or for more than sixty-six hours of any one week in a seasonal factory; (c) No worker shall be allowed to work more than— (i) eleven hours in any one day in factories which work main machinery nine hours a day; (ii) twelve hours in any one day in non-seasonal factories which work main machinery ten hours a day or for more than six hours on the day on which such factories work machinery only four hours; (iii) thirteen hours in seasonal factories working main machinery eleven hours a day or for more than seven hours on the day when such factories work machinery five hours or less; (iv) twelve hours in seasonal factories working main machinery ten hours a day; (d) no woman shall be allowed to work for more than ten hours a day; (e) in seasonal factories which work main machinery eleven hours a day no worker shall be allowed to work in such a manner that the spread over exceeds fourteen hours in any one day. NOTE.—Workers in other factories are not exempted from Section 38.
43 (2) (b) and 43 (3).	5. All factories other than those employed on continuous processes.	Work performed by night firemen during periods when the main departments of the factory are not working.	Sections 34, 36, 37 and 38 and from Sections 39 and 40; provided the "spread over" does not exceed fourteen hours and is shown correctly in the D. Register or muster-roll required by Section 41.	No worker shall be allowed to work for more than sixty-six hours in any one week in a non-seasonal factory, or for more than seventy-two hours in any one week in a seasonal factory.

690

Adult workers exempted from certain restrictions on working hours—*contd.*

Section of the Regulation empowering grant of exemption	Class of Factory	Nature of exempted work	Extent of exemption	Conditions
43 (2) (c) and 43 (3).	6. All non-seasonal factories.	Work performed by drivers on lighting, ventilating and humidifying apparatus.	Sections 34, 36 and 37 and from Sections 39 and 40; provided the register or muster-roll required by Section 41 is maintained up to date and correctly giving particulars of periods within which such workers may be required to work.	No worker shall be allowed to work more than— (a) twelve hours in any one day ; (b) sixty-six hours in any one week ; (c) intervals for food and rest shall be given to all such workers.
43 (2) (c) ...	7. (i) Cotton spinning and weaving mills.	Work performed by fire pumpmen.	Sections 34, 36 and 37 and from 39 and 40; provided the register and muster-roll required by Section 41 is maintained up-to-date and correctly giving particulars of periods within which such workers may be required to work.	No worker shall be allowed to work for more than 66 hours in any one week.
43 (2) (b) ...	(ii) Cotton spinning and weaving mills.	Work involved in cleaning blow room flues.	Sections 34 36 and 38 ...	(a) No worker shall be allowed to work for more than 57 hours in any one week ; (b) the spread over shall not exceed 14 hours in any one day.
Do ...	8. Dyeing and bleaching factories or departments.	Work performed by Firemen.	Sections 34, 36 and 37 ...	(i) No worker shall be allowed to work for more than 66 hours in any one week. (ii) No worker shall be allowed to work more than— (a) eleven hours in any one day in factories which work machinery 9 hours a day ; or (b) twelve hours in any one day in factories which work machinery 10 hours a day or more than 6 on days when main machinery works four hours. (iii) the intervals for rest and food totalling one hour shall be given every day and the register or muster-roll maintained in accordance with Section 41 shall show correctly the periods of work of each worker.
43 (2) (d) ...	9. Cloth printing, bleaching and dyeing factories or departments.	All work ...	Section 37 ...	.....

43 2) (c) and 43 (3)	10. (i) All factories other than cotton spinning and weaving mills.	Work performed by fire pumpmen.	Sections, 34, 36 and 37 and from Sections 39 and 40 provided the register or muster-roll required by Section 41 is maintained up-to-date and correctly giving particulars of periods with which such workers may be required to work.	No worker shall be allowed to work for more than— (i) 66 hours in any one week in a non-seasonal factory; or (ii) 72 hours in any one week in a seasonal factory.
43 (2) (b) ...	(ii) All factories other than cotton spinning and weaving mills.	(a) Work performed by oilers, and (b) Work in mechanic shops, smithies or foundries so far as such work is complementary to the main operations.	Sections 34 and 36 ..	No worker shall be allowed to work— (a) in a seasonal factory more than 72 hours in any one week or for more than 12 hours in any one day; (b) in a non-seasonal factory more than 66 hours in any one week or for more than 12 hours in any one day. Provided that this exemption shall not apply— (i) in the case of work performed by oilers, where these workers or the factories in which they work have been exempted from the provisions of Section 35 or 37; and (ii) to the work in the mechanic shop, smithy or foundry portion of engineering workshops or to a smithy or foundry used solely as such.
43 (2) (b) and 43 (3)	11. Oil tank installations.	Work performed by workers in connection with pumping operations.	Sections 34, 35, 36, 37 and 38 and from compliance with Sections 39 and 40 during the continuation of pumping operations, in respect of such workers.	(a) Sufficient intervals for rest and food are given. (b) No worker is allowed to work more than 66 hours in any one week. (c) A compensatory rest period of at least twenty-four consecutive hours is given to each worker after the cessation of the pumping operations. (d) Notice of such pumping operations with the number of workers allowed to work shall be sent to the Inspector as soon as possible after commencement of such work.
43 (2) (d) ...	12. Hydro-electric public supply factories.	Operations and maintenance of prime movers and auxiliaries, transformers and switches.	Sections 35, 36 and 37 ...	(a) The workers engaged on continuous processes shall ordinarily work on 8 hour shifts. (b) Each worker shall have a rest period of at least 24 hours duration on an average once per fortnight and as far as possible on every fourteenth day except where temporary difficulties prevent it.

Adult workers exempted from certain restrictions on working hours—*contd.*

Section of the Act empowering grant of exemption	Class of Factory	Nature of exempted work	Extent of exemption	Conditions
43 (2) (d) ...	13. Public electric supply companies generating electricity from oil in internal combustion engines.	The work of engine drivers and assistants, generator attendants, oilers and greasers, switch board operators and pumpmen.	Sections 35, 36 and 37 ...	(a) The workers engaged on continuous processes shall ordinarily work on 8 hour shifts. (b) Each worker shall have a rest period of at least 24 hours duration on an average once per fortnight and as far as possible on every fourteenth day except where temporary difficulties prevent it.
Do ...	14. Public electricity supply companies generating electricity from oil or coal fired boilers.	The work of the firemen and assistants, engine or turbine drivers and assistants, generator attendants, oilers, pumpmen and switch board operators.	Do ...	Do do
Do ...	15. Electrical transforming factories.	The work, *viz.*, operation and maintenance of the transforming plant, switches and synchronous condensers.	Do ...	Do do
Do ...	16. Distilleries ...	Work on the extraction of sugar from various bases, fermentation of sugar juice and distillation of fermented wash.	Do ...	(a) The workers engaged on continuous processes shall ordinarily work on eight-hour shifts. (b) Each worker shall receive a rest period of at least 24 consecutive hours in at least each 14 days.
Do ...	17. Sugar factories ...	Extraction of the juice from the cane, clarification, evaporation and boiling of the juice. Curing of the massecuite. Bagging.	Do ...	As in exemption No. 16.

(6693 60

43 (2) (d) ...	18. Chemical factories	Work on the sulphur burners, chambers, concentrators, and pumps; the manufacture of hydrochloric and nitric acid, sulphates, sulphides, nitrates and superphosphates. Work on the steam service.	Secs. 35, 36 and 37 ...	As in exemption No. 16.
Do ...	19. Vegetable oil hydrogenation factories.	The work, *viz.*, refining, bleaching, filtering, Hydrogenating and Deodorising processes and also the compression of Oxygen and the filling of Cylinders.	Do ...	Do
Do ...	20. Magnesium Chloride factories.	The work on concentrating process.	Do ...	Do
Do ...	21. Municipal Pumping and Compressor Stations.	All work ..	Do ...	Do
Do ...	22. Train Gas lighting factories of Railways.	Do ...	Do ...	Do
Do ...	23. Water supply pumping Factories of Railway Workshops.	Do ...	Do ...	Do
Do ...	24. Lac Factories ...	Work of the Engine and Compressor Drivers and assistants and others.	Do ...	Do
Do ...	25. Carbonic Acid Gas works.	Work of Firemen, Pumpmen, Plant Drivers, Oilers and the filling of cylinders.	Do ...	Do
Do ...	26. Oxygen Factories...	Engine and Plant Drivers, Oilers and the filling of Cylinders.	Do ...	Do
Do ...	27. The Silver refineries.	All work ...	Do	Do

1969

Adult workers exempted from certain restrictions on working hours—*concld.*

Section of the Act empowering grant of exemption	Class of Factory	Nature of exempted work	Extent of exemption	Conditions
43 (2) (d) ...	28. Coal Gas Factories.	All work in the retort house and the watergas plant. Work of the yard labour staff in the unloading coal feeding hoppers and removing coke. Work on the Syphon, Boilers Station meters and Governers.	Secs. 35, 36 and 37 ...	Conditions (a) and (b) to exemption No. 16 and (c) the exemption for the yard labour staff shall be limited to male adults only, who shall, as far as possible, receive compensatory Holidays.
Do ...	29. Oil Mills (Working on three 8-hour shift system).	All work ...	Secs. 36 and 37 ...	Workers shall ordinarily be allowed to work on 8-hour shifts
Do ...	30. Oil Mills (Working on the two shift or single shift system).	Do ...	Sec. 37 ...	.....
Do ...	31. (i) Flour Mills ...	Do ...	Do ...	.....
43 (2) (b) ...	(ii) do ...	Cleaning and overhauling and repairing of flour Mill Machinery.	Sec. 34 ...	No worker is allowed to work more than 6 hours in a week on this work and that no worker shall be engaged thereon who has worked on a night shift in the previous week.
Do ...	32. (i) Gur Factories ...	The work performed by workers in crushing sugar canes.	Secs. 34 and 37 ...	No worker shall be allowed to work more than 66 hours in any one week.
43 (2) (c) and 44 (1)	(ii) do ...	All other work except in crushing sugarcane.	Secs. 34, 36, 37, 39, 40 and 41.	A notice showing the hours of work of the crusher shall be exhibited in the Factory and a copy sent to the Inspector.
43 (2) (d) ...	33. Cement Tile Factories.	Work on the curing of Tiles.	Section 35 ...	(a) No worker is allowed to work for more than 4 hours on the weekly holiday. (b) Do do on consecutive weekly holidays. (c) Do do for more than 56 hours in any one week.
Do ...	34. Glass Factories ...	Work in attending to furnace.	Sections 35 and 37 ...	.....
		All work and processes from mixing of batch to removal of the manufactured glassware from the lears.	Section 35 ...	(a) No worker is allowed to work more than six hours on the weekly holiday. Conditions (b) and (c) to exemption No. 33.

NOTE.—The attention of Managers of all factories is drawn to Section 47 and Rule 107 regarding payments for overtime work of exempted workers.

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